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NURSING NEWS

March 2011

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The **Nevada State Board of Nursing News** publishes news and information quarterly about Board actions, regulations, and activities. Articles may be reprinted without permission; attribution is appreciated.

Circulation includes more than
35,000 nurses, nursing assistants
and student nurses.

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Edition 30



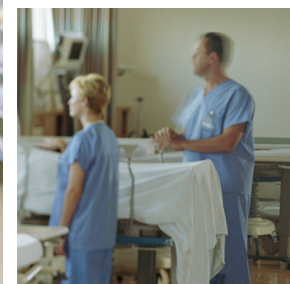
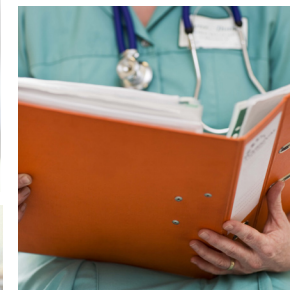
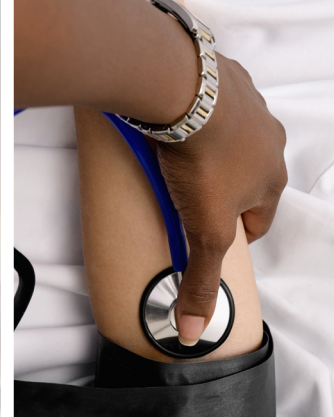
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A message from the executive director

Debra Scott, MSN, RN, FRC

The 2011 Legislative Session has begun. Dilemmas, challenges, difficult choices, and opportunities are already being discussed, argued, considered, and explored. Where do nurses, and from my perspective, nursing regulation fit into the scheme of things?

First, let's talk about budget. The FY2010 recession has been the worst economic downturn in U.S. history since the 1930s. As a result of the financial crisis, 48 states and the District of Columbia have experienced severe budget shortfalls. Only Montana and North Dakota were exempt from financial shortfalls. Our neighbor, California is facing the largest shortfall—a \$45.5 billion dollar deficit. Nevada's shortfall is said to be anywhere between \$1.25 billion and \$2.5 billion dollars, depending on the source.

The outlook for 2011 and 2012 does not necessarily predict improvement. State budget shortfalls are expected to reach \$125 billion dollars. States will continue to struggle to identify needed revenue to support programs and services. In FY2011, only two states are predicted to have budget reserves, Alaska and Arkansas. State budget crises are impacting every aspect of state government. We are all being challenged to be conservative and innovative in our use of resources.

To date, the Nevada General Fund shortfall has not directly affected the NSBN budget. We exist solely on nursing fees; we receive no General Fund revenue. We are in a good situation because we know from month to month how much we have to spend and can adjust our expenses so that we don't experience a shortfall. Decisions are made on a daily basis to meet our mission within our means.

Your Board assesses legislative initiatives for relevance to its mission and chose to support the Nevada Nurses Association (NNA) initiative to seek legislation to allow advanced practitioners of nursing (APNs) to practice autonomously in a future legislative session. Even in the face of too few primary medicine providers and outcries from consumer groups such as the AARP and the Consumer Advocacy Center, opposition from the medical community continues to be a deterrent for progress toward allowing APNs to practice within their full scope of practice. During the current legislative session, NNA is working to pass legislation to require national certification for APNs in Nevada. These two initiatives are integral to the State of Nevada meeting the advanced practice requirements outlined in the Consensus Model for APRN Regulation: Licensure, Accreditation, Certification, and Education, which formulates national standards for uniform regulation of APRNs.

Patient safety continues to be your Board's primary mission. We are seeing an increase in discipline with new types of issues emerging such as breaches in confidentiality and the misuse of social networking. The shortage of nurses noted over the last few years has, in many states, turned into a shortage of positions for new graduates. Your Board works closely with nursing education programs and nursing industry leaders to ensure that nursing students are provided a quality education and that all nursing education laws and regulations are being followed. Participation in the Nevada Nursing Education and Practice Alliance provides a forum for our work in this arena. Our current work on a statewide student orientation online program is progressing well.

Even when we are presented with the difficulties that are facing us in the coming years, your Board sees new opportunities and hope for the future. For the first time in 30 years the median age of nurses has held steady and the majority of students enrolled in baccalaureate nursing programs are under the age of thirty. The Institute of Medicine report on the Future of Nursing has provided new direction and recommendations for the future of our profession.

We hope that you join us in this optimistic outlook and will work with us through the 2011 Legislative session and throughout the upcoming years to promote healthcare safety and patient advocacy.



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CERTIFICATION IN NURSING

By Rick Carrauthers, LPN, NSBN Board Member

I recently completed my first year on the Nevada State Board of Nursing and have enjoyed the experience. I would like to take this opportunity to share a thought with you. Many Boards of Nursing and the National Council of State Boards of Nursing are researching if continuing education (CEUs) is the best way to ensure continuing competence. While I am fan of CEUs and would not like to see them go, I believe it's each individual licensee's responsibility to maintain competence in our education and skills. After all, we got into the profession to provide the highest level of care to our patients.

I work in a sub-acute facility that specializes in Therapy and Wound Care. I was well thought of as a wound nurse and was given the opportunity to become certified in wound care. I considered the pros and cons of specializing in the area of wound care, after all even though I had been doing wound care for the last 4 years, I was unsure if that would be what I wanted to do for the next many years. Realizing that I was not signing my life away and that if other opportunities came around, I was always able to do something other than wound care, I decided to take some courses and get wound care certified. The courses had me relook at how I went about providing care and showing me that regardless of how long I had been working in the area, I could always learn something new. These courses and certification not only increased my professionalism, but also had an unexpected outcome as well—it re-kindled my love for nursing. I must admit, I had worked as a nurse for many, many years and had fallen into the rhythm of work, forgetting what drove me into nursing in the first place. I once again am in love with my profession. Although older this time, I can now better appreciate what I do for a living. I LOVE PATIENT CARE. My additional knowledge and experience has increased the level of my care to my patients and their families and has made my practice an even more wonderful experience.

While every nurse may not be ready to become certified, I would recommend that you research what it would take to become certified and work towards it. In closing, I hope that every RN, LPN and CNA has a rewarding time in this profession and to be in love with what you do.



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Words from the president

Doreen Begley, MS, RN

In the past, my messages to you have included an NRS number of some sort to emphasize my message. This issue, there is no NRS that applies. I want to talk about being valued in the work we do as nurses by whomever we happen to work for/with. I have been a nurse for 41 years, and my humble beginnings occurred when health care was a service industry, not a business. I have seen many changes in health care delivery, but one aspect has always remained true. Nurses are the best patient advocates. The basis for our involvement as a registered nurse revolves around providing quality nursing care. Often times there aren't many external sources of positive feedback or reinforcement for what we do. So we must identify a means to recognize our professional colleagues for all of the wonderful things they do on a daily basis.

For the past 12 years I have been involved with a committee of dedicated nurses who plan and present a nursing awards dinner every year, the Northern Nevada Nurses of Achievement. This event started small, and has continued to grow with each passing year. Nominations are accepted every January; responses are accepted in February (deadline is March 4 this year). Judging takes place in March/April and 13 category awards are presented at a Gala Dinner in May during Nurses Week. Over 600 nurses and their families attend. Many local hospitals sponsor the event. It is an honor to be nominated by your peers, and it is very special to be selected by the judges as the category winner.

The categories are Critical Care, Acute Medical/Surgical, Advanced Practice, Community Health, Nursing Education, Nursing Innovation, Nursing Leadership, Long Term Care/Rehab, Patient Advocacy, Office/Outpatient, and Rural Nursing. There is a separate category for LPNs to be nominated, and there is also the final category of Lifetime Achievement, for nurses who have been involved in the profession for more than 25 years. Nurses who are nominated must return a response that is judged by 3 independent judges; their scores are then combined to select the nurse with the highest score. The responses are "cleansed" to eliminate the individual nurse's name and place of employment to provide a level field.

This year the event will be held at the Peppermill, in Reno, on May 6, 2011. I know this event is just for Northern Nevada, but I also know that there are many other opportunities to recognize nurses throughout the state. I want to encourage each of you to acknowledge your co-workers on a daily basis, and when you see an opportunity to nominate a nurse you feel contributes exceptional nursing care, please do so! To be able to continue to do our best, our work should be valued and recognized. Nurses have been notorious for "eating our young", and the issue of horizontal violence seems to be becoming more prevalent; so I hope to be able to establish a more positive corporate culture for all of us to be able to succeed from within. Be kind to each other. Respect each other. We are all in this together. When we work well, it is our patients who benefit the most.

Nevada State Health Division Technical Bulletin



Topic: Summary of Nevada Immunization Requirements for Public and Private School Attendance	Bureau/Program: Bureau of Child, Family and Community Wellness/Immunization Program
Bulletin #: BCFCW-IZ-06-10	
Date: December 7, 2010	
To: Immunization Providers, School Nurses, County Health Officers, School District Administrators, Boards of Trustees of School Districts, and Private School Officials	
Contact: Erin Seward (775) 684-3209	

Nevada Laws Requiring Immunization of Children in Public Schools, and Private Schools

NRS 439.550 currently states that timing and schedule of immunizations for school aged children and children in childcare should be set by the local health officer under the direction and supervision of the Health Division.

Nevada's Health Officer, Dr. Tracey Green, is providing the direction on the timing (schedule) and number of doses for all required immunizations for school aged children.

The following immunization requirements are based on ACIP recommendations (Advisory Committee on Immunization Practices). Direction provided on behalf of the state health officer is intended to create consistency (statewide) and reduce confusion for providers, parents and school districts and private schools who must comply with the schedules.

The new immunization requirements will go into effect for all K-12 students new to the school districts beginning with the 2011-2012 school year.

Changes going into effect are:

- Polio Vaccine - 1 dose of Polio Vaccine is required after the child's 4th birthday. If a 4th dose is provided prior to the 4th birthday, **it is invalid.**
- Varicella Vaccine - Second dose of Varicella is required after the child's 4th birthday as recommended by the ACIP.
- ACIP's recommended ages and intervals between doses of routinely recommended vaccines are required for school entry.
- Utilize ACIP's recommended minimum age and intervals when a child is behind on required immunizations.
- Doses are only valid if they follow the ACIP's recommended ages and intervals (for "on time" or "behind" children).
- A medical exemption requires a medical condition precluding the receipt of vaccines.

continued on next page >>

Summary of Nevada Immunization Requirements For School Attendance

These charts are based on ACIP Recommendations and Nevada Requirements;
NRS currently states that timing and schedule should be set by the local health officer under the direction and supervision of the Health Division

Required Number of Doses for Children

ACIP Recommended Schedule								
Required Vaccines	2 mo. of age	4 mo. of age	6 mo. of age	12-15 mo. of age	18-24 mo. of age	4-6 years of age	11-12 yrs of age	Total Doses Required prior to school entry
DTP, DT, DTaP	1	2	3	4		5*		4 or 5 (if dose #4 is given on or after 4 th birthday #5 is not needed)
Polio (IPV)	1	2	3			4		4
MMR				1		2		2
Hep B	1	2	3					3
Varicella				1		2		2
Hep A				1	2			2
Tdap							1**	1**

Required Vaccines (For primary series administered at age 10 yrs or later)	First Visit	1 mo. After 1 st Dose	1 mo. After 2 nd Dose	1 mo. After 3 rd Dose	4 mos. After 1 st Dose	6 mos. after Previous Dose	Total Doses Required
Td**	1	2				3	3**

*The final dose in the series should be administered on or after the fourth birthday and at least 6 months following the previous dose. If 4 doses are administered prior to age 4 years a fifth dose should be administered at age 4 through 6 years. (MMWR 2009;58(30):829-30)

** If primary series is administered at age 10 years or later, 1 dose of the 3 dose series should be Tdap. Regulations require a pertussis containing vaccine to be administered to a child prior to the 7th grade entry into school.

Approved by:



Tracey D Green, MD, State Health Officer

Approved by:



Richard Whitley, MS, Administrator

Safety Alert

The ISMP medication error reporting program has hundreds of reports of mix ups between adult and pediatric products to immunize patients against diphtheria, tetanus and pertussis. The first safety alert was posted in August 2006. Part of the problem is that products have very similar names. It is critical all nurses in Nevada who are giving immunizations are alert to current medication errors being seen in mixing up DTaP-Tdap. DTaP (Daptacel) is sold under brand names DAPTACEL, TRIPEDIA and INFANRIX and is the active immunization for pediatric patients 6 weeks through 6 years of age. The other immunization Tdap, sold under the names BOOSTRIX and ADACEL, is meant to be used as a booster shot for older children, adolescents and adults. Nurses can find more information at www.hopkinsmedicine.org

NURSES RECEIVE ON-THE-JOB TRAINING DURING TRANSITION FROM STUDENT TO PRACTICE

The mantra “hire for attitude: train for skill” is one nurse employers rarely use. Workforce development has been around for decades, but in Nevada, where in 2009, only one industry besides healthcare experienced growth, it has become the focus for thought.

During a recession, workforce development is key to economic recovery. Workforce development programs train, and in some cases re-train, the unemployed to work in growing fields while spawning organizational loyalty. Historically, workforce development in Nevada focused specifically on the construction and gaming industries. When the economy shifted, things changed.

On Oct. 1, 2010 Workforce Connections awarded the Southern Nevada Medical Industry Coalition (SNMIC) \$750,000 in the form of a grant to build the infrastructure to accommodate training in health care,

creating the Health Care 20/20 program. The initial phase of the program is designed to prepare the new graduate nurse for the realities of nursing in the real world.

Novice nursing graduates with an earned diploma in hand are ready to enter the work place. These new graduates may benefit from more practical experiences where they can apply what was learned in school to the real world setting of practice. Just as taking the written driver's test requires knowledge, the in-car exam requires application of knowledge. The same holds true for new nurses. On Dec. 20, Health Care 20/20 enrolled its first new grad participants in a transition to practice program in collaboration with Sunrise Children's Hospital of Nevada. Health Care 20/20 subsidizes 50 percent of new grad salaries for the first 90 days of their program. This collaboration allows nurse employers the freedom to integrate the new graduate nurse into

the organization while providing intensive training which prepares them to meet the employer's nursing needs.

The long-term goal of Health Care 20/20 is to encourage hospitals to embrace the new grad while growing and retaining their own. Ten years ago, Nevada had the lowest nurse-to-population ratio in the nation. The state-supported schools graduated 332 nurses annually falling well short of the community need for 800 nurses. As a result, nurse recruiters began to search out of market to secure quality nurses to meet the incredible demand. In contrast, Health Care 20/20 supports hospitals in their quest to be proactive when recruiting, training and retaining nurses who are both educated in and residing in Nevada.

Workforce development in health care takes novice nurses with little practical experience and provides them with the time,

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experiences and guidance of experienced nurses to develop their bedside skills. Prior to the SNMIC-Workforce Connections partnership, many hospitals found it unaffordable to provide a 90-day transition program for new graduates. And, without experience, new graduate nurses were unable to find employment. It was a catch-22, a double-edge sword and a host of other clichés that added up to the system failing the health care providers of the future.

Workforce development in health care takes novice nurses with little practical experience and provides them with the time, experiences and guidance of experienced nurses to develop their bedside skills.

“We are now able to offer 50 to 90 percent of the wages for on-the-job training for the first three months. This allows them to recruit their own graduates. They can also train their own graduates,” said Debra Collins, nurse and current project specialist and state health care coordinator for Workforce Connections. “At the end of those 90 days you should have a well groomed candidate. And it will keep nurses here. What better way to recruit and retain an employee?”

Once a nurse is a member of the program they work with job coaches and case managers for guidance and support. Employers are pre-screened as well and work together with Health Care 20/20 to develop a transition program that is consistent with the vision of the National Council of State Boards of Nursing. At the end of the 90 days, the nurses become full-time employees.

“I’ve always wanted to do something with the nursing shortage and that worked well with SNMIC’s Health Care 20/20 program,” Collins added. “That’s just one piece of it. We’re still working. We’re still expanding. Health care is multifaceted and there is much you can do with that.”

For additional information on the Health-care 20/20 program, visit www.snmic.com or call 702-878-0001.

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BOARD MEETINGS

A seven-member board appointed by the governor, the Nevada State Board of Nursing consists of four registered nurses, one practical nurse, one certified nursing assistant and one consumer member. Its meetings are open to the public; agendas are posted on the Board's web site and at community sites.

BOARD MEETING DATES

May 18-20, 2011 - Las Vegas

July 26-28, 2011 - Zephyr Cove

September 14-16, 2011 - Las Vegas

November 16-18, 2011 - Reno

ADVISORY COMMITTEES

The Nevada State Board of Nursing is advised by and appoints members to five standing advisory committees. Committee meetings are open to the public; agendas are posted on the Board's website and at community sites. If you are interested in applying for an appointment to fill an upcoming opening, please visit the Board's website or call the Reno office for an application.

MEETINGS AND OPENINGS

The openings (listed in parentheses) will occur in the next six months. All meetings will be held via video-conference in Reno and Las Vegas.

Advanced Practice Advisory Committee (none)
May 3, 2011

CNA Advisory Committee (two)
April 21, 2011

Disability Advisory Committee (none)
April 22, 2011

Education Advisory Committee (two)
April 15, 2011

Nursing Practice Advisory Committee (none)
April 12, 2011
June 14, 2011

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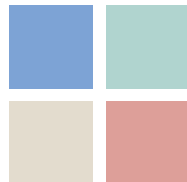
During each regularly scheduled meeting of the Nevada State Board of Nursing, Board members hold a Public Comment period for people to talk to them on nursing-related issues.

If you want to speak during the Public Comment period, just check the meeting agenda for the date and time it will be held. Usually, the Board president opens the first day of each meeting by inviting Public Comment. Time is divided equally among those who wish to speak.

For more detailed information regarding the Public Comment period, please call the Board.

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USE BOARD WEBSITE TO VERIFY YOUR LICENSE CERTIFICATE



We continue to get inquiries from licensees/certificate holders wondering why they haven't received their license card in the mail. As a reminder, the Board discontinued issuing hard card licenses/certificates effective January 1, 2010. You or your employer can verify your licensure/certification status by using the Board's website verification system. Licensees/Certificate Holders have the option to print out a paper copy of their license/certificate. You may also verify your license online at NURsys.com, a national databank available to employers and the public. Employers are encouraged to use the verification system at all times rather than relying on any plastic or paper license card. The Board's website contains the most up to date and accurate information.



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Nurses: the Board is also auditing for compliance with the one-time renewal requirement for a four-hour bioterrorism course. You must keep a copy of your bioterrorism certificate of completion indefinitely.

DISCIPLINARY ACTION DOCUMENTS NOW AVAILABLE THROUGH NURSYS.COM

by Christie Daliposon, *Management Assistant*

One of my duties as a management assistant with the Board is to report the disciplinary actions that are taken at each of our Board meetings to the appropriate databanks.

As of January 2011, the Nevada State Board of Nursing began submitting the disciplinary action documents to the NURsys database to be added to all discipline reports. This is an exciting feature for me!! With this feature these documents are now available to the public with the click of a mouse. You will no longer need to wait for your written request to be processed by Board staff or for the mail to deliver the documents. These documents are available in a PDF format and you can print them right off your computer.

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com nor to download the documents. It is a simple website to navigate.

Currently, only the documents for disciplinary actions taken after January 1, 2011 are available; discipline taken in previous years will be available as soon as we upload them into NURsys. If you are verifying a Nevada nursing license that shows disciplinary action has been taken and the document is not available, you can send us an e-mail at nursingboard@nsbn.state.nv.us with 'Disciplinary Action Request' in the subject

line and we will provide the documents to you either by email or first class mail.

The Board wants to serve its customers in the most efficient and cost effective way possible. Thank you for utilizing this new service.

TOLL-FREE CONSUMER HOT LINE

CALL 888-590-6726

The Nevada State Board of Nursing has a hot line to help consumers who have questions or concerns about the nursing care they or their loved ones are receiving. Please encourage your friends, families and patients to call the hot line if they have concerns about nursing care. And remember, if you or anyone else wishes to file a complaint against a nursing assistant or nurse, it must be done in writing. Complaint forms can be requested by calling the hot line or can be obtained by visiting the Board's website.

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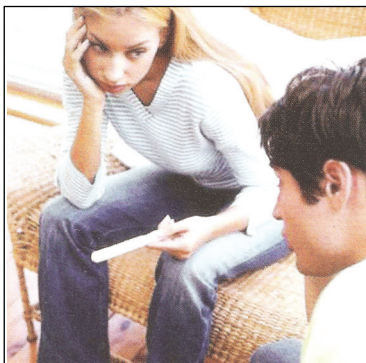
According to NAC 632.192 (4): An applicant for renewal of a license who has not practiced nursing during the immediately preceding five-year period must complete a course or program approved by the board if he has otherwise satisfied the requirements for renewal set forth in this chapter and chapter 632 of NRS. For more information and a list of approved refresher course providers, please visit the Board's website or call the Board office.

Recruit Talented Nursing Faculty

• Advertise your nursing school faculty opportunities in the Nevada State Board of Nursing News – reaching 35,000 nurses statewide. Contact Michelle at mgilbert@pcipublishing.com

The State of Nevada, Mental Health and Developmental Services Division has an immediate opening for a full time Psychiatric Nurse II position in Yerington and Ely and a part time position in Fallon. This position provides professional outpatient nursing care to mentally ill individuals to include assessments and therapeutic interventions.

Organizes and oversees the medication clinic. Please apply at: <https://nvapps.state.nv.us/NEATS/Recruiting/ViewJobsHome.aep> recruitment # 13022 (Yerington), 13335 (Ely) and 12103 (Fallon) or call Jamie Pruneau at (775) 687-7511 for more information.




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For more information or to register in Nevada, contact Dorothy Paul at 1-866-573-2542. You can also obtain information on our website at <http://www.iaatp.com>.

Have a question?
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Nevada State Board of

NURSING NEWS

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Compliance Support
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Nursys Data Entry

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Complaint Investigations
Nursing Practice Questions

Cindy Peterson, RN, CRRN, CLNC, CHCQM, FAHQ, Investigator

Complaint Investigations
Nursing Practice Questions

Kathleen Reynolds, BHS, RN, Compliance Coordinator

Disability Advisory Committee Chair
Disability Advisory Committee Scheduling
Probation and Alternative Program Monitoring
Reinstatement Applications

Sherri Twedt, RN, CLNC, Investigator

Complaint Investigations
Nursing Practice Questions

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Licensure Eligibility Questions
Endorsement and Examination Applications
Continuing Education Providers
International Nurse Graduates and Licensure
Issues
RN/LPN CEU Audits

Patty Towler, Senior Certification Specialist

CNA Registry Maintenance
CNA Certification and Renewals
CNA Program and Instructor Approvals
Certification Audits (CNA, APN, CRNA)

SUPPORT

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Endorsement Applications
Licensure Eligibility Questions
Spanish-speaking Services for Consumers
Program Support of Licensure and Certification

Jeannette Calderon

Rhoda Cope

Char'Dae Criner

Demi Hays -Receptionists

Renewal Applications
Program Support
Inquiries, Information and Referrals
Licensure and Certification Applications



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